

# **TENNESSEE GOVERNMENT LEADERSHIP BLACK BELT PROGRAM E-NEWSLETTER**

## **OCTOBER 2014**

### **PROGRAM NEWS**

The Tennessee Government Leadership Black Belt Program is celebrating its first anniversary on Oct. 30<sup>th</sup>! The program was introduced at last fall's Government Leadership conference, and we want to take this opportunity to update all the members on the success of the program's first year.

### **MEMBER NEWS**

174 members are enrolled in the BBP, representing 33 different departments, agencies, councils, and commissions with anywhere between 1 and 24 staff members enrolled. (See the table, as of 10-22-14, included near the end of this article.)

The first leadership development program (LDP) completed by BBP members is shown below. Note that 39 members have completed two or more LDPs!

|  |                |
|--|----------------|
| 5 – Green Leadership (TDEC)              | 1 – HR Masters |
| 8 – Next Level Leadership Academy (DOHR) | 65 – LEAD TN   |
| 56 – TGMI                                | 39 – TGEI      |

As of the Oct. 24, 2014, annual Tennessee Government Leadership conference, belts above the beginning White Belt level have been awarded as noted to the following leaders in state government.

#### **Blue**

|                |   |
|----------------|---|
| Sherrie Artman | Intellectual and Developmental Disabilities |
| Tammy Golden   | General Services                            |
| Sendy Gregory  | TRICOR                                      |
| Trish Holliday | Human Resources                             |
| April Romero   | Finance and Administration                  |

#### **Orange**

|                      |                                       |
|----------------------|---------------------------------------|
| Sheila Marchman      | Human Resources                       |
| Lynette Porter       | Council on Developmental Disabilities |
| Lee Ann Smith        | Finance and Administration            |
| Brigitte Tubbs Jones | Human Resources                       |

#### **Yellow**

|                    |   |
|--------------------|---|
| Meredith Benton    | Environment and Conservation                |
| Jimmy Bivens       | TRICOR                                      |
| Elaine Boyd        | Environment and Conservation                |
| Barry Brawley      | Environment and Conservation                |
| Susan Dill         | F & A                                       |
| Eric Fowlie        | TennCare                                    |
| Luvenia Harrison   | Health                                      |
| David Lane         | Correction                                  |
| Jeanine Miller PhD | Intellectual and Developmental Disabilities |
| Tom O'Brien        | Intellectual and Developmental Disabilities |
| Paula Shaw         | TRICOR                                      |
| Lisa Spencer       | Human Resources                             |
| Leslie Yanez       | Financial Institutions                      |

## **NEW MEMBERS**

As of October 27, 2014, the following leadership program alumni have joined the BBP community (since September 2, 2014). Welcome! We're glad to have you all, and wish you a challenging and rewarding leadership development journey!

Nikole Avers, Commerce and Insurance  
Melissa Boaz, Comptroller of the Treasury  
Sandy Fletcher, Human Resources  
Karen Hale, Comptroller of the Treasury  
Beth Smith, Environment and Conservation  
Joseph Waldrum, Transportation  
Doug Willis, Board of Parole  
Kevin Wright, Human Services

## **PROGRAM STATS**

Since the inception of the program one year ago, members have logged:

- 1,383 hours of internal service (within state government)
- 1,740 hours of external service (within our communities)
- 677 strategic development activities (for a total of 7,461 points)
- 54 individualized development activities (for a total of 1,975 points)

Internal service activities run the gamut from serving as a mentor to another state employee to volunteering with a TGL program's alumni or steering committee. External service activities range from cleaning a neighbor's yard when they are unable to do it themselves to volunteering to lead a youth club. Strategic development activities encompass activities from attending a leadership conference for one day through participation on a LEAN team/in a Kaizen event. You have to admit – this is a very well-rounded bunch!

Interesting tidbits about BBP Member Activities:

- 4 members earned one or more Six Sigma belts during the year
- 9 members trained and served as a TNCPE Board of Examiners member, completing one full team assignment during the year.
- 9 members donated blood or plasma
- 11 members completed a semester-long college or university class
- 12 members participated in a charity walk or run
- 18 members are trained Lean facilitators
- 21 members facilitated or participated in a Lean/Kaizen/4DX Team event
- 23 members served on the Tennessee Government Leadership Council
- 24 members attended one or more meetings of the monthly Leadership Book Club
- 26 members served on a community/non-profit board or commission
- 44 members attended one or more technical conferences
- 52 members attended one or more leadership conferences

## **CALENDAR OF UPCOMING EVENTS**

December 19<sup>th</sup> – DOHR and the Black Belt Committee will host a Black Belt Luncheon in the Department of Human Resources Training Center. This will be a great opportunity for all of us to get together and share information about the program. More details to come!

### **OPPORTUNITIES TO BE OF SERVICE**

When you first joined the BBP, were there questions you needed answered, but couldn't find on the website? We are developing a "New Members Welcome Packet", and we'd love to hear from you about the types of information we should include.

If you're looking for an opportunity to serve in a volunteer capacity, on a community board, etc., and aren't sure how to begin, check out these links: <http://www.hon.org/> (Hands On Nashville) and [www.givingmatters.com](http://www.givingmatters.com) (Giving Matters). If you know of or are involved in community volunteer opportunities you'd recommend to your fellow BBP members, send it in and we'll publish them here in upcoming e-newsletters. If you need Internal Service points, send an e-mail to [Leadership.Council@tn.gov](mailto:Leadership.Council@tn.gov) to find out more about opportunities to volunteer with the Black Belt Program committee, or get involved with your LDP's alumni program!

Out of almost 1,600 activity entries by BBP members since the program began 11 months ago, only 14 are for donating blood or plasma. The American Red Cross desperately needs all eligible donors' help to rebuild the available blood supply in anticipation of the upcoming holidays, so roll up those sleeves and give now – and again in 56 days!

Finally, please keep in mind the terrific opportunity we learned about during last week's leadership conference to mentor a high school senior through the college application and enrollment process! Beginning in 2015, TN Promise offers free tuition for high school graduates at the community colleges and Tennessee Colleges of Applied Technology. Mentors help students navigate the college admissions process and ensure students complete TN Promise program requirements in order to receive the scholarship. Read about the program at: <https://tnachieves.org/a-mentor>. The program is still in need of 1,500 additional mentors statewide. If you have any questions, you can contact Graham Thomas, Director of Community Partnerships, tnAchieves, at 615-604-1306 or by email at [graham@tnachieves.org](mailto:graham@tnachieves.org). The deadline to sign up for this program is November 1, 2014.

Black Belt Points for serving as a mentor with this program should be claimed in the External Service category at the rate of 1 point per hour of service in the "Be a mentor (to non-state employee)" category. It is estimated that the time requirement for a tnAchieves mentor is 10-15 hours annually.

### **BBP COMMITTEE NEWS**

The following new activities have been added to the on-line Activity Tracker and are eligible for points as noted:

- Participate in Toastmasters International program organizing/planning activities – Strategic Development at 1 point per hour
- Attend a Toastmaster's International Meeting – Strategic Development at 5 points
- Be a mentor (to non-state employee) – External Service at 1 point per hour

## JUST FOR FUN

If you'll send pictures of yourself completing your activities to [Sendy.Parker@tn.gov](mailto:Sendy.Parker@tn.gov), she will include as many as possible here each month!

Richard Kennedy, serving as wardrobe consultant to Black Belt Betty, during set-up for the annual Leadership Conference held on Oct. 24<sup>th</sup>.



Part of the BBP committee manning the program table at the 2014 annual Leadership Conference, Oct. 24<sup>th</sup> at Belmont University's Curb Event Center. (Seated from left to right: Sherrie Artman, Lynette Porter, Richard Kennedy. Standing: Tammy Golden)





**Black Belt Program Members by Agency and Belt Level**

| Agency   | # Staff    | Highest Belt Level Achieved per Member |          |           |            |
|--|------------|--|----------|-----------|------------|
|  |            | Blue                                   | Orange   | Yellow    | White      |
| Human Resources                                    | 24         | 1                                      | 2        | 1         | 20         |
| Intellectual and Developmental Disabilities        | 21         | 1                                      |          | 2         | 18         |
| Finance and Administration                         | 18         | 1                                      | 1        | 1         | 15         |
| Environment and Conservation                       | 14         |  |          | 3         | 11         |
| TRICOR   | 11         | 1                                      |          | 2         | 8          |
| Safety & Homeland Security                         | 8          |  |          |           | 8          |
| Board of Parole                                    | 6          |  |          |           | 6          |
| Human Services                                     | 6          |  |          |           | 6          |
| TennCare   | 6          |  |          | 1         | 5          |
| Comptroller of the Treasury                        | 5          |  |          |           | 5          |
| Financial Institutions                             | 5          |  |          | 1         | 4          |
| General Services                                   | 4          | 1                                      |          |           | 3          |
| Health   | 4          |  |          | 1         | 3          |
| Labor & Workforce Development                      | 4          |  |          |           | 4          |
| Revenue  | 4          |  |          |           | 4          |
| Transportation                                     | 4          |  |          |           | 4          |
| Commission on Children & Youth                     | 3          |  |          |           | 3          |
| Economic and Community Development                 | 3          |  |          |           | 3          |
| TN Housing Development Authority                   | 3          |  |          |           | 3          |
| Advisory Commission on Intergovernmental Relations | 2          |  |          |           | 2          |
| Children's Services                                | 2          |  |          |           | 2          |
| Commerce and Insurance                             | 2          |  |          |           | 2          |
| Education  | 2          |  |          |           | 2          |
| Mental Health                                      | 2          |  |          |           | 2          |
| Treasury Department                                | 2          |  |          |           | 2          |
| Wildlife Resources                                 | 2          |  |          |           | 2          |
| Agriculture  | 1          |  |          |           | 1          |
| Council on Developmental Disabilities              | 1          |  | 1        |           |            |
| Correction   | 1          |  |          | 1         |            |
| Human Rights Commission                            | 1          |  |          |           | 1          |
| Secretary of State                                 | 1          |  |          |           | 1          |
| TBI  | 1          |  |          |           | 1          |
| Tennessee Regulatory Authority                     | 1          |  |          |           | 1          |
| <b>Grand Total</b>                                 | <b>174</b> | <b>5</b>                               | <b>4</b> | <b>13</b> | <b>152</b> |

Remember, we welcome your contributions to the e-newsletter, and there are really no specific rules other than submit, submit, submit! If we can't cram it into the space this month, we'll get it in there next time. Send your feedback or future articles to [sandy.parker@tn.gov](mailto:sandy.parker@tn.gov).

